

Innovate Reconciliation Action Plan

January 2024 – January 2026

THE ROYAL AUSTRALIAN
AND NEW ZEALAND
COLLEGE OF OBSTETRICIANS
AND GYNAECOLOGISTS

rancog.edu.au





RANZCOG acknowledges and pays respect to the Traditional Custodians of the lands, waters, and communities across Australia, on which our members live and work, and to their Elders, past, present and future generations for they hold the memories, traditions, culture and hopes of Aboriginal and Torres Strait Islander peoples of Australia. From the tops of the trees to the bottoms of the seas we recognise, care for and protect the lands for on which we gather.

RANZCOG supports the Uluru Statement from the Heart to achieve justice, recognition and respect for First Nations people. With the unequivocal 'NO' vote to the 'Voice to Parliament' on Saturday the 14th October 2023, RANZCOG re-newed our commitment to the Uluru statement from the Heart, to walk together with Aboriginal and Torres Strait Islander peoples in a movement of the Australian people for a better future.

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'Women's Business'

Women's Business artwork for the RANZCOG RAP has been created by Kinya Lerrk (Wemba Wemba for 'women coming together') which is a collaboration of Aboriginal visual artists Emma Bamblett (Wemba Wemba, Gunjdijtmara, Ngadjoni and Taungurong) and Megan Van Den berg (Dja Dja Wurrung, Yorta Yorta, Taungurung and Boon Wurrung).

Emma and Megan were both so excited to work with RANZCOG to create this artwork as women, mothers and Emma being a grandmother they understand the importance of women's health and care and resonate with RANCOG's vision for Excellence and equity in women's health.

The artwork was developed with a strong sense of understanding RANZCOG, reviewing the RANZCOG RAP and connecting to the stories our Megan and Emma's culture, community and family.

This artwork represents RANZCOG's journey and highlights the importance of women's health. The artwork depicts the respect and work to strengthening their Connections with Aboriginal and Torres Strait Islander people and Communities.

In the centre of the artwork is a birthing tree with a figure of a mum with her baby. The birthing tree is a significant and important way of living and giving birth for Aboriginal people.

Surrounding the centre and placed around the artwork are four large circles with straight lines connecting to the other sections. These large circles represent the four key pillars in the Innovate RAP.

- Relationships
- Respect
- Opportunities
- Governance

Throughout the artwork are sections with key symbols, highlighted to show key themes that RANZCOG is connected to.

The top middle symbol of the two hands represents the togetherness and shared journey. The hands have artwork within, to highlight the journey and coming together.

The middle bottom section has symbols of hills which reflect the Connection to land.

The right-side middle section is blue circles with white smaller circles in middle. These are connected with straight lines and have dots surrounding them to reflect the workforce within women's health. This section is the Education and teaching journey.

On the left side is a pregnant mum, This section represents understanding. The white dots surrounding the mum represents support.

The coolamon symbolises the nurturing of babies through the collection of food and it is also used for carrying babies. The witchety grubs are a nutritious native food, symbolising good nutrition and health.

There are peach colours 'U' shape and 'I' shape to represent women. These symbols are placed throughout, to highlight the respect and ongoing work that RANZCOG is doing in women's health.

Throughout the artwork are yellow sections with small circles connected by curved lines. These are Communities. They are placed throughout and at different parts of the artwork.

The colours chosen for the piece reflect the energy of RANZCOG and it's ongoing commitment to Reconciliation and their Reconciliation Action Plan.



Artwork Title:

Women's Business

Artists:

Emma Bamblett &
Megan Van Den Berg

Message from Reconciliation Australia



Karen Mundine

Reconciliation Australia commends Royal Australian & New Zealand College of Obstetricians & Gynaecologists on the formal endorsement of its second Innovate Reconciliation Action Plan (RAP).

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

With close to 3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. The Royal Australian & New Zealand College of Obstetricians & Gynaecologists continues to be part of a strong network of more than 2,200 corporate, government, and not-for-profit organisations that have taken goodwill and transformed it into action.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously strengthen reconciliation commitments and constantly strive to apply learnings in new ways.

An Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build the strong foundations and relationships that ensure sustainable, thoughtful, and impactful RAP outcomes into the future.

An integral part of building these foundations is reflecting on and cataloguing the successes and challenges of previous RAPs. Learnings gained through effort and innovation are invaluable resources that the Royal Australian & New Zealand College of Obstetricians & Gynaecologists will continuously draw upon to create RAP commitments rooted in experience and maturity.

These learnings extend to the Royal Australian & New Zealand College of Obstetricians & Gynaecologists using the lens of reconciliation to better understand its core business, sphere of influence, and diverse community of staff and stakeholders.

The RAP program's emphasis on relationships, respect, and opportunities gives organisations a framework from which to foster connections with Aboriginal and Torres Strait Islander peoples rooted in mutual collaboration and trust.

This Innovate RAP is an opportunity for the Royal Australian & New Zealand College of Obstetricians & Gynaecologists to strengthen these relationships, gain crucial experience, and nurture connections that will become the lifeblood of its future RAP commitments. By enabling and empowering staff to contribute to this process, the Royal Australian & New Zealand College of Obstetricians & Gynaecologists will ensure shared and cooperative success in the long-term.

Gaining experience and reflecting on pertinent learnings will ensure the sustainability of the Royal Australian & New Zealand College of Obstetricians & Gynaecologists' future RAPs and reconciliation initiatives, providing meaningful impact toward Australia's reconciliation journey.

Congratulations Royal Australian & New Zealand College of Obstetricians & Gynaecologists on your second Innovate RAP and I look forward to following your ongoing reconciliation journey.

Message from the President



Dr Gillian Gibson

The Royal Australian and New Zealand College of Obstetricians and Gynaecologists (RANZCOG) recognises and acknowledges Aboriginal and Torres Strait Islander peoples as the Traditional Owners and Custodians of Australia as well as their continuing spiritual connection to land and sea.

The College values the cultures, histories, and traditions as important components of the identity of Aboriginal and Torres Strait Islander peoples. RANZCOG acknowledges that these essential elements impact on health equity and as such, is strongly committed to the health and welfare of Aboriginal and Torres Strait Islander people and their families in Australia.

Reconciliation can help address the challenges we face as a country, in achieving equality and equity of service in obstetrics and gynaecology and women's health for First Nations peoples. Reconciliation also provides all Australians with an opportunity to learn from, and connect with, the world's oldest living peoples, the First Australians, the peoples, and their cultures. This will benefit everyone, both First Nations and non-Indigenous Australians.



The development and implementation of RANZCOG's Innovate Reconciliation Action Plan is an important step forward in our commitment to reconciliation and strengthening our relationships with Aboriginal and Torres Strait Islander people and communities across Australia. It represents an ongoing journey for RANZCOG through the actions that we will take as a College, to foster more inclusive and respectful environments, to promote understanding and meaningful change.

I recommend that all members and trainees read this RAP and consider how you can influence change towards a more just and equitable society for all and help to create a brighter future for generations to come.

Message from the Chair, Aboriginal and Torres Strait Islander Women's Health Committee



Dr Marilyn Clarke

A core value of RANZCOG as an organisation is to strive for excellence and equity in women's health across Australia and Aotearoa. Equity does not come without a passion to drive change. RANZCOG has a responsibility to help drive change as part of its advocacy work. Health inequities are a symptom of systemic issues and at the core of this is the historical impacts of colonisation and ongoing racism. Reconciliation is about non-Indigenous people becoming more informed and knowledgeable about Aboriginal and Torres Strait Islander peoples and cultures, and from that informed platform, be able to build respectful relationship with

Australia's First Peoples. This is at the heart of the ongoing work of the RAP – to keep building on knowledge and awareness and relationship building with First Nations peoples. And with that we help to break down barriers and racism, and strive for all women, including our First Nations women, to enjoy equitable health outcomes.

Message from the Chair, Reconciliation Action Plan Working Group



Dr Jared Watts

RANZCOG's vision is 'excellence and equity in women's health.' Today, Australia still sees poorer health outcomes for First Nation's Women as well as their babies and families. We have only had limited success at 'closing the gap' and in many areas the gap has widened. This urgently calls for a completely new approach to addressing everything we do, as an organisation, for our First Nations community. I am therefore proud, on behalf of the RAP Working Group, to present RANZCOG's second Reconciliation Action Plan as an Innovate model.

Over the last year, with advice and guidance from the College Aboriginal and Torres Strait Islander Women's Health Committee, the RAP Working Group with College staff reviewed all areas of College activity as to where we can address the impacts of colonisation. This included areas such as trainee selection and support, staff employment, procurement of suppliers and contractors, relationships with First Nations external organisations, the structure and program of our events such as our Annual Scientific Meeting (ASM) and Regional Scientific Meeting

(RSM), as well as including cultural safety within our CPD and education curriculums. As an organisation whose mission is clear, we must advocate and support the voices of First Nation's women's and their right of self determination.

I sincerely wish to thank the RAP Working Group and College staff for all their effort over the last year, as well as the Aboriginal and Torres Strait Islander Women's Health Committee for their constant guidance. Our work as a College towards reconciliation, now continues. All College trainees, members, and staff are encouraged to read and reflect on this RAP and the role they play in allyship and in helping us to achieve the aims and goals within this document.

Through ongoing action, we can ensure we move closer to the College vision of 'equity in health' for all women.



RANZCOG's Mission, Vision and Values

Vision

Excellence and equity in women's health.

Mission

To continue to lead in education and training in obstetrics and gynaecology, and advocacy in women's health.

Values

Our Organisational Values of Advocacy, Education, Excellence, Integrity, Kindness and Respect are our core values that connect our members, trainees and staff in our shared duty, vision and mission of RANZCOG.



Advocacy

We are a leading voice for equity, social justice, fairness and evidence-based policy.



Education

We embrace the opportunity to learn, share knowledge and experience through innovation, discovery and research.



Excellence

We are committed to performance at the highest standard in our work, training, research and support.



Integrity

We act honestly, ethically and with accountability towards everyone and in everything we do.



Kindness

We act with compassion and care towards ourselves and one another.



Respect

We expect and promote inclusivity, valuing individual rights, beliefs and choices.

Our Vision Statement for Reconciliation

Our vision for reconciliation is one where First Nations peoples and communities are respected, valued, and have equitable access to healthcare, opportunities, and resources. Where the unique cultures, languages and histories of First Nations peoples are celebrated and preserved and where the harms of colonisation and systemic racism are acknowledged and addressed.

RANZCOG believes that true reconciliation can only be achieved through meaningful partnerships and collaboration between First Nations and non-Indigenous peoples, and this includes recognising and respecting the inherent rights of First Nations peoples including their right to self-determination and working together to build an equitable society.

We recognise that reconciliation is an ongoing and shared journey that requires a sustained effort and commitment from all College members, trainees and staff. We are committed to proactively examining and dismantling the barriers and structures that exist and acting to address the impacts of colonisation and systemic racism and to enable inclusivity, and positive change for First Nations peoples.

Our vision is one where First Nations and non-Indigenous peoples can walk together on a path towards reconciliation and healing.



Our Business

The Royal Australian and New Zealand College of Obstetricians and Gynaecologists (RANZCOG) is a Specialist Medical College dedicated to the establishment of high standards of practice in obstetrics and gynaecology and women's health. The College trains and accredits doctors throughout Australia and New Zealand in the specialties of obstetrics and gynaecology so that they are capable of providing the highest standards of healthcare. The College supports research and acts as an advocate by forging productive relationships with individuals, the community and professional organisations, both locally and internationally.

There are approximately 2,500 Fellows of the College (FRANZCOG), 700 FRANZCOG trainees, 2,500 Diplomates (DRANZCOG), 760 Diplomate trainees and approximately 850 Certificates /Certificate of Women's Health (CWH) trainees. RANZCOG is the leading authority in women's health in Australia and New Zealand. Through education and training, advocacy and policy development the College influences the standard of care delivered to our community.

RANZCOG currently have 8 Fellows, 15 Trainees and 8 Diplomates identify as Indigenous.

Proactively supporting the recruitment and retention of Aboriginal and Torres Strait Islander medical doctors in both the specialist training and DRANZCOG programs, is one of the College's priorities.

Djeembana (College Place) is located on Boonwurrung Country in Naarm (Melbourne), and our regional offices are located on Cammeraygal Country in the Eora Nation (New South Wales), Meanjin (Brisbane), Boorloo (Perth), Tarndanya/Tartanya (Adelaide), Koyanberra/ Ngambri (Canberra) and Te Whanganui a Tara (Wellington) Aotearoa, New Zealand.

The College currently does not have any known self-identified Aboriginal or Torres Strait Islander staff however, as an organisation, we are committed through this RAP, to create a culturally safe workplace where existing staff can feel safe to self-identify and we can work to understand any barriers to employment for Aboriginal and Torres Strait Islander people to the organisation.



RANZCOG's Reconciliation Journey

Like all organisations, RANZCOG's reconciliation journey, is an ongoing one. Reconciliation involves recognising and addressing the legacy of colonisation, forced relocation and cultural genocide, and building understanding and cooperation between First Nations and non-Indigenous peoples.

RANZCOG acknowledges the harms endured by First Nations peoples through the genocide, loss of lands, cultures, languages, and communities. We look to building a mutually beneficial relationship and creating opportunities for dialogue and engagement and building trust through open communication and transparency.

We support self-determination as a critical component of reconciliation and respecting First Nations peoples' decisions about their communities and future. RANZCOG made a change to its Constitution to ensure First Nations voice is represented on College Council.

We also have a responsibility to educate non-Indigenous people about the history and impacts of colonisation, acknowledge past and present inequities and harms, and work together to create a more equitable society. This involves acting and having a willingness to listen and learn from First Nations peoples' perspectives and experiences.

Through engagement with our Aboriginal and Torres Strait Islander Women's Health Committee, and other relevant College committees and departments across the College, we continue to take steps to address barriers to entry and advancement through the training program for First Nations trainees, by providing government and College funded financial support on a case-by-case basis, with relation to fees and mentoring for those candidates successful for a Selection Interview. We have worked with the Department of Health to deliver Professional Development Scholarships to First Nations students, trainees, and doctors so that they can access further education and complete their specialist training.

Through important events like National Reconciliation and NAIDOC Weeks, we continue take the time to educate our non-Indigenous staff on Aboriginal and Torres Strait Islander histories. We are embarking on work to embed cultural safety across our organisation which speaks to the heart of the effects of colonisation within education and training.

Our journey towards reconciliation continues.



Our Reconciliation Action Plan

The 2024 – 2026 Reconciliation Action Plan has been developed to demonstrate RANZCOG’s ongoing commitment to reconciliation between First Nations and non-Indigenous Australians. The RAP provides our organisation with a framework to identify practical actions and responsibilities that we can take to build respectful and collaborative relations and opportunities for First Nations peoples.

The RAP is an important step towards creating a more inclusive organisational culture that acknowledges and respects First Nations peoples’ histories, cultures, and contributions. It will help us to address the legacy of past injustices and contribute to reconciliations efforts on a broader scale from an education and training viewpoint through to the improvement of better health outcomes for First Nations women and their families.

Whilst the responsibility of championing the RAP may fall to various individuals and teams across RANZCOG, our RAP Working Group, made up of two First Nations and three non-Indigenous members as well as key senior executive staff and members of the Aboriginal and

Torres Strait Islander Women’s Health Committee, guide the progress and implementation of the plan. That being said, we also recognise the burden of “cultural loading” on First Nations people. The responsibility lies with all of us.

The College will work closely with other stakeholders including First Nations community members, Elders and organisations that have lived experience and comprehensive cultural understanding.

To achieve meaningful change requires organisational and individual commitment. Ultimately, our RAP is about effecting, and embedding, cultural change. It’s about acknowledgement of past wrongs, recognition of current inequities, commitment to restorative justice, and realisation that reconciliation benefits all Australians.

Acknowledgments of Contribution

Reconciliation Action Plan Working Group Members

- Associate Professor Jared Watts (Chair)
- Dr Leila Usher
- Dr Alicia Veasey
- Dr Judith Gardiner
- Dr Vijay Roach
- Dr Martina Mende
- Associate Professor Amanda Henry
- Ms Vase Jovanoska
- Mr Daniel Petkovski
- Ms Sabrina Hanna
- Ms Maheshie Jayawickrama

Aboriginal and Torres Strait Islander Women’s Health Committee Members

- Dr Marilyn Clarke (Chair)
- Dr Kiarna Brown
- Dr Leila Usher
- Dr Alicia Veasey
- Dr Jacqueline Boyle
- Associate Professor Jared Watts
- Dr Melissa Price-Purnell
- Dr Sophie Doherty
- Dr Vanessa Thomas
- Dr Samara McNeil

Community Groups

- Elders



Relationships

Action	Deliverable	Timeline	Responsibility
1. Establish and maintain beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations	<ul style="list-style-type: none"> Identify opportunities to support initiatives and activities that are led by Aboriginal and Torres Strait Islander organisations that are relevant to the College's purpose. 	January 2024	Cultural and Sustainability Projects Lead Support: Cultural Diversity and Inclusion Team
	<ul style="list-style-type: none"> Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement, including: <ul style="list-style-type: none"> Leaders in Indigenous Medical Education (LIME) Australian Indigenous Doctors Association (AIDA) The Congress of Aboriginal and Torres Strait Islander Nurses and Midwives (CATSINaM) The National Aboriginal Community Controlled Health Organisation (NACCHO) Medical schools with First Nations led medical programs. 	February 2024	Cultural and Sustainability Projects Lead Support: Cultural Diversity and Inclusion Team
	<ul style="list-style-type: none"> Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations. 	April 2024	Cultural and Sustainability Projects Lead Support: Cultural Diversity and Inclusion Team
2. Promote reconciliation through our sphere of influence	<ul style="list-style-type: none"> Promote external events, activities and consultations being held by Aboriginal and Torres Strait Islander organisations through our RANZCOG communication channels. 	January 2024, August 2024	Head of Communications and Public Affairs Support: Cultural Diversity and Inclusion Team
	<ul style="list-style-type: none"> Publicly promote RANZCOG's commitment to reconciliation through social and other media channels including O&G Magazine as well as at College events. 	Mar, Jun, Sep, Dec 2024 & 2025	Head of Communications and Public Affairs Support: Cultural Diversity and Inclusion Team
	<ul style="list-style-type: none"> Explore opportunities to positively influence external stakeholders to drive reconciliation outcomes. 	June 2024	Cultural and Sustainability Projects Lead Support: Cultural Diversity and Inclusion Team

Action	Deliverable	Timeline	Responsibility
	<ul style="list-style-type: none"> Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce. 	October 2024	Cultural and Sustainability Projects Lead Support: Cultural Diversity and Inclusion Team
	<ul style="list-style-type: none"> Continue to ask service providers to outline how they support reconciliation in any external Proposal processes (e.g. through tenders, sponsorship proposals). 	October 2024	Cultural and Sustainability Projects Lead Support: Cultural Diversity and Inclusion Team
	<ul style="list-style-type: none"> Collaborate with RAP organisations within the RAP network, and other like-minded organisations to develop ways to advance reconciliation (such as through partnering on research, advocacy, or events). 	June 2024	Cultural and Sustainability Projects Lead Support: Cultural Diversity and Inclusion Team
	<ul style="list-style-type: none"> Remove barriers to staff participating in all Aboriginal and Torres Strait Islander initiatives and events. 	December 2024	Executive Director, People, Wellbeing and Facilities Support: Cultural Diversity and Inclusion Team
3. Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	<ul style="list-style-type: none"> Develop, implement, and communicate anti-discrimination, diversity and Inclusion policies for our organisation. 	December 2024	Executive Director, People, Wellbeing and Facilities Support: Cultural Diversity and Inclusion Team
	<ul style="list-style-type: none"> Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. 	December 2024	Executive Director, People, Wellbeing and Facilities Support: Cultural Diversity and Inclusion Team
	<ul style="list-style-type: none"> Implement educational workshops for all staff and members about the prevalence of racism and effect of the political, historical, cultural and social impacts of First Nations peoples. 	June 2024	Cultural and Sustainability Projects Lead Support: Cultural Diversity and Inclusion Team
	<ul style="list-style-type: none"> Consult with First Nations JMO's and well as current members and trainees to identify barriers and obstacles to participate in College's training program. 	October 2024	Cultural and Sustainability Projects Lead
4. Build relationships through celebrating National Reconciliation Week (NRW)	<ul style="list-style-type: none"> Embed and engage staff to participate in one team building/ personal development workshop led by an Aboriginal and/or Torres Strait Islander person during National Reconciliation Week (NRW)/NRW. 	27 May - 3 June, 2024 & 2025	Cultural and Sustainability Projects Lead Support: Cultural Diversity and Inclusion Team

Action	Deliverable	Timeline	Responsibility
	<ul style="list-style-type: none"> RAP Working Group members to participate in an external NRW event. 	27 May - 3 June, 2024 & 2025	Cultural and Sustainability Projects Lead Support: Cultural Diversity and Inclusion Team
	<ul style="list-style-type: none"> Register all NRW events on Reconciliation Australia's NRW website. 	May 2024 & 2025	Cultural and Sustainability Projects Lead Support: Cultural Diversity and Inclusion Team
	<ul style="list-style-type: none"> Promote and encourage participation in external NRW events to all staff and members. 	27 May - 3 June, 2024 & 2025	Cultural and Sustainability Projects Lead Support: Cultural Diversity and Inclusion Team
	<ul style="list-style-type: none"> Organise internal event each year to acknowledge and celebrate NRW Week. 	27 May - 3 June, 2024 & 2025	Cultural and Sustainability Projects Lead Support: Cultural Diversity and Inclusion Team
	<ul style="list-style-type: none"> Promote Reconciliation Australia's National Reconciliation Week resources and materials to our staff and members. 	May 2024 & 2025	Cultural and Sustainability Projects Lead Support: Cultural Diversity and Inclusion Team

Respect

Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning	<ul style="list-style-type: none"> Implement a mandatory cultural awareness and safety training program for all staff, councillors, and Board members. 	March 2024	Cultural and Sustainability Projects Lead Support: Cultural Diversity and Inclusion Team
	<ul style="list-style-type: none"> Provide a link to the AIATSIS map on the RANZCOG website and intranet illustrating the different language groups of Aboriginal Australia, and hang a physical copy at Djeembana, College Place. 	February 2024	Cultural and Sustainability Projects Lead Support: Cultural Diversity and Inclusion Team
	<ul style="list-style-type: none"> Conduct a review of cultural knowledge, gaps in understanding First Nations history and identifying cultural training needs within our organisation. 	January 2026	Executive Director, People, Wellbeing and Facilities Support: Cultural Diversity and Inclusion Team
	<ul style="list-style-type: none"> Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy. 	March 2024	Cultural and Sustainability Projects Lead Support: Cultural Diversity and Inclusion Team
	<ul style="list-style-type: none"> Develop, implement, and communicate a cultural learning strategy document for our staff. 	March 2025	Cultural and Sustainability Projects Lead Support: Cultural Diversity and Inclusion Team
	<ul style="list-style-type: none"> Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning. 	January 2026	Cultural and Sustainability Projects Lead Support: Cultural Diversity and Inclusion Team
	<ul style="list-style-type: none"> Ensure induction training for new staff includes information about: <ul style="list-style-type: none"> The provision of cultural learning opportunities available for all staff RANZCOG RAP objectives and aims 	January 2026	Executive Director, People, Wellbeing and Facilities Support: Cultural Diversity and Inclusion Team

Action	Deliverable	Timeline	Responsibility
6. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	<ul style="list-style-type: none"> RAP Working Group to participate in an external NAIDOC Week event. 	First week in July, 2024 & 2025	Cultural and Sustainability Projects Lead Support: Cultural Diversity and Inclusion Team
	<ul style="list-style-type: none"> Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week. 	First week in June, 2024 & 2025	Cultural and Sustainability Projects Lead Support: Cultural Diversity and Inclusion Team
	<ul style="list-style-type: none"> Promote and encourage participation in external NAIDOC events to all staff. 	First week in July, 2024 & 2025	Cultural and Sustainability Projects Lead Support: Cultural Diversity and Inclusion Team
7. Increase RANZCOG members' cultural understanding, awareness and capability within Aboriginal and Torres Strait Islander health	<ul style="list-style-type: none"> Introduce Cultural Safety as an eighth domain into the CanMEDS Framework with associated learning outcomes for First Nations Health. 	January 2026	Executive Director, Education Curriculum Development Lead
	<ul style="list-style-type: none"> Introduce revised CPD modules for cultural safety with associated learning outcomes including critical self-reflection assessment. 	January 2026	Deputy CEO and Executive Director, Innovation, Learning and Quality Assurance
	<ul style="list-style-type: none"> Working with the Cultural Safety Steering Group and First Nations community representatives to develop culturally appropriate and safe training resources for First Nations peoples health. 	January 2026	Deputy CEO and Executive Director, Innovation, Learning and Quality Assurance
	<ul style="list-style-type: none"> Include an Acknowledgement of Country or other appropriate protocols at the start of all meetings and main College publications. 	January 2024	Cultural and Sustainability Projects Lead Support: Cultural Diversity and Inclusion Team
8. Promote awareness and share stories of Aboriginal and Torres Strait Islander peoples, cultures and achievements within the College and externally	<ul style="list-style-type: none"> Continue to develop written and audio-visual stories that highlight the experiences of Aboriginal and Torres Strait Islander women in relation to obstetrics and gynaecology. 	October 2024	Head of Communications and Public Affairs Support: Cultural Diversity and Inclusion Team

Action	Deliverable	Timeline	Responsibility
	<ul style="list-style-type: none"> Display Aboriginal and Torres Strait Islander artwork and posters in RANZCOG offices throughout Australia. 	January 2024	Cultural and Sustainability Projects Lead Support: Cultural Diversity and Inclusion Team
	<ul style="list-style-type: none"> Increase Aboriginal and Torres Strait Islander presence in O&G Magazine by: <ul style="list-style-type: none"> Including a regular column dedicated to Aboriginal and Torres Strait Islander health in every issue Ensuring at least one First Nations writer is included for every issue of O and G Magazine. 	October 2024	Senior Coordinator Publications Support: Cultural Diversity and Inclusion Team
	<ul style="list-style-type: none"> Share stories of successes and strengths of Aboriginal and Torres Strait Islander Fellows and trainees through RANZCOG communication channels, for both internal and external audiences. 	August 2024	Head of Communications and Public Affairs Support: Cultural Diversity and Inclusion Team
9. Embed appropriate First Nations cultural protocols across the organisation	<ul style="list-style-type: none"> Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year. 	January 2024	Events Manager Support: Cultural Diversity and Inclusion Team
	<ul style="list-style-type: none"> Review and continue to implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country. 	January 2024	Cultural and Sustainability Projects Lead Support: Cultural Diversity and Inclusion Team
	<ul style="list-style-type: none"> Fly Aboriginal and Torres Strait Islander flags at Djeembana, College Place. 	January 2024	Cultural and Sustainability Projects Lead Support: Cultural Diversity and Inclusion Team
	<ul style="list-style-type: none"> Increase staff understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. 	January 2024	Cultural and Sustainability Projects Lead Support: Cultural Diversity and Inclusion Team
	<ul style="list-style-type: none"> Embed First Nations cultural training in staff onboarding and induction. 	January 2024	Cultural and Sustainability Projects Lead Support: Cultural Diversity and Inclusion Team

Action	Deliverable	Timeline	Responsibility
	<ul style="list-style-type: none"> Provide First nations resources and learning materials as ongoing practice. 	January 2024	Cultural and Sustainability Projects Lead Support: Cultural Diversity and Inclusion Team
10. Recognise, celebrate and promote Aboriginal and Torres Strait Islander dates of significance	<ul style="list-style-type: none"> Promote external events, activities and consultations being led by Aboriginal and Torres Strait Islander organisations through RANZCOG communication channels. 	January 2026	Head of Communications and Public Affairs Support: Cultural Diversity and Inclusion Team
	<ul style="list-style-type: none"> Create a calendar of events that recognises, celebrates and promotes Aboriginal and Torres Strait Islander dates of significance. 	January 2026	Head of Communications and Public Affairs Support: Cultural Diversity and Inclusion Team
11. Increase First Nations focus and voices within RANZCOG Events	<ul style="list-style-type: none"> Have at least one dedicated session dedicated to Aboriginal and Torres Strait Islander perspectives on health and knowledge at the ASM and RANZCOG symposium. 	October 2024	Executive Director, People, Wellbeing and Facilities Support: Cultural Diversity and Inclusion Team
	<ul style="list-style-type: none"> Involve RANZCOG First Nations members in First Nations Events celebrated at RANZCOG such as NRW and NAIDOC 	October 2024	Cultural and Sustainability Projects Lead Support: Cultural Diversity and Inclusion Team

Opportunities

Action	Deliverable	Timeline	Responsibility
12. Employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	<ul style="list-style-type: none"> Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy. 	March 2025	Cultural and Sustainability Projects Lead Support: Cultural Diversity and Inclusion Team
	<ul style="list-style-type: none"> Review FRANZCOG training program selection strategies for First Nations candidates. 	June 2024	Executive Director, Education Head of Selection, Evaluation & Accreditation
	<ul style="list-style-type: none"> Consult Aboriginal and Torres Strait Islander organisations / bodies on employment, retention and career development strategies. 	October 2024	Cultural and Sustainability Projects Lead Support: Cultural Diversity and Inclusion Team
	<ul style="list-style-type: none"> Advertise all job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders. 	January 2026	Executive Director, People, Wellbeing and Facilities Support: Cultural Diversity and Inclusion Team
	<ul style="list-style-type: none"> Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace. 	January 2024	Executive Director, People, Wellbeing and Facilities Support: Cultural Diversity and Inclusion Team
	<ul style="list-style-type: none"> Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities. 	January 2026	Executive Director, People, Wellbeing and Facilities Support: Cultural Diversity and Inclusion Team
13. Increase Aboriginal and Torres Strait Islander supplier diversity within RANZCOG business operations to support improved economic and social outcomes.	<ul style="list-style-type: none"> Develop and implement an Aboriginal and Torres Strait Islander procurement strategy. 	September 2024	Executive Director, People, Wellbeing and Facilities Support: Cultural Diversity and Inclusion Team
	<ul style="list-style-type: none"> Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses. 	October 2024	Executive Director, People, Wellbeing and Facilities Support: Cultural Diversity and Inclusion Team

Action	Deliverable	Timeline	Responsibility
	<ul style="list-style-type: none"> Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff. 	November 2024	Executive Director, People, Wellbeing and Facilities Support: Cultural Diversity and Inclusion Team
	<ul style="list-style-type: none"> Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses. 	December 2024	Executive Director, People, Wellbeing and Facilities Support: Cultural Diversity and Inclusion Team
	<ul style="list-style-type: none"> Investigate Supply Nation membership. 	December 2024	Cultural and Sustainability Projects Lead Support: Cultural Diversity and Inclusion Team
14. Develop strategies to increase and maintain the Aboriginal and Torres Strait Islander Obstetric and Gynaecological workforce	<ul style="list-style-type: none"> Identify and investigate strategies to remove barriers to entry to O and G training for Aboriginal and Torres Strait Islander junior doctors. 	October 2024	Cultural and Sustainability Projects Lead Support: Cultural Diversity and Inclusion Team
	<ul style="list-style-type: none"> Consult with the Australian Indigenous Doctors' Association to develop strategies to increase the number of successful Aboriginal and Torres Strait Islander applicants to training. 	March 2024	Head of Selection, Evaluation & Accreditation Support: Cultural Diversity and Inclusion Team
	<ul style="list-style-type: none"> Organise a mentoring program for RANZCOG Aboriginal and Torres Strait Islander Fellows and Trainees focused on O&G. 	June 2024	Deputy CEO and Executive Director, Innovation, Learning and Quality Assurance Head of Selection, Evaluation & Accreditation
	<ul style="list-style-type: none"> Investigate the development of scholarships to support pathways for Aboriginal and Torres Strait Islander students to enter O and G training. 	October 2024	Deputy CEO and Executive Director, Innovation, Learning and Quality Assurance Support: Cultural Diversity and Inclusion Team
	<ul style="list-style-type: none"> Investigate scholarships to support current Aboriginal and Torres Strait Islander trainees. 	January 2026	Deputy CEO and Executive Director, Innovation, Learning and Quality Assurance Support: Cultural Diversity and Inclusion Team

Action	Deliverable	Timeline	Responsibility
15. Raise awareness and increase advocacy around ensuring policies and programs meet the health needs of Aboriginal and Torres Strait Islander people	<ul style="list-style-type: none"> Inform Government of issues concerning Aboriginal and Torres Strait Islander women's health inequalities and advocate for change. 	October 2024	Manager Executive Office and Advocacy Support: Cultural Diversity and Inclusion
	<ul style="list-style-type: none"> Raise awareness and promote Close the Gap and the Uluru Statement from the Heart amongst RANZCOG Fellows and staff, and through social and other media channels. 	October 2024	Head of Communications and Public Affairs Support: Cultural Diversity and Inclusion Team
	<ul style="list-style-type: none"> Identify and facilitate collaborative partnerships on Aboriginal and Torres Strait Islander health projects with Aboriginal and Torres Strait Islander health organisations, primary healthcare workers, governments, and other medical colleges. 	May 2025	Executive Director, People, Wellbeing and Facilities Support: Cultural Diversity and Inclusion Team

Governance

Action	Deliverable	Timeline	Responsibility
16. Establish and maintain an effective RAP Working Group (RAPWG) to drive governance of the RAP	<ul style="list-style-type: none"> Maintain Aboriginal and Torres Strait Islander representation on the RAP Working group. 	June 2024, Dec 2024, June 2025	Cultural and Sustainability Projects Lead Support: Cultural Diversity and Inclusion Team
	<ul style="list-style-type: none"> Review the Terms of Reference for the RAP Working group annually. 	May 2024 and May 2025	Cultural and Sustainability Projects Lead Support: Cultural Diversity and Inclusion Team
	<ul style="list-style-type: none"> Meet at least four times per year to drive and monitor RAP implementation. 	March 2024, June 2024, Sep 2024, Dec 2024, March 2025, June 2025	Cultural and Sustainability Projects Lead Support: Cultural Diversity and Inclusion Team
17. Provide appropriate support for effective implementation of RAP commitments	<ul style="list-style-type: none"> Define resource needs for RAP implementation as part of annual budgeting process. 	June 2024	Executive Director, People, Wellbeing and Facilities Support: Cultural Diversity and Inclusion Team
	<ul style="list-style-type: none"> Engage senior leaders, other staff members in the delivery of RAP commitments. 	January 2024, October 2024, January 2026	Cultural and Sustainability Projects Lead Support: Cultural Diversity and Inclusion Team
	<ul style="list-style-type: none"> Appoint and maintain an internal RAP Champion from senior management. 	August 2024	Executive Director, People, Wellbeing and Facilities Support: Cultural Diversity and Inclusion Team
	<ul style="list-style-type: none"> Define and maintain appropriate systems to track, measure and report on RAP commitments. 	December 2024	Cultural and Sustainability Projects Lead Support: Cultural Diversity and Inclusion Team

Action	Deliverable	Timeline	Responsibility
18. Build accountability and transparency through reporting RAP achievements, challenges, and learnings both internally and externally	<ul style="list-style-type: none"> Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia. 	30 September annually	Cultural and Sustainability Projects Lead Support: Cultural Diversity and Inclusion Team
	<ul style="list-style-type: none"> Contact Reconciliation Australia to verify that the primary and secondary RANZCOG contact details are up to date, to ensure that important RAP correspondence are not missed. 	June annually	Cultural and Sustainability Projects Lead Support: Cultural Diversity and Inclusion Team
	<ul style="list-style-type: none"> Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey. 	1 August annually	Cultural and Sustainability Projects Lead Support: Cultural Diversity and Inclusion Team
	<ul style="list-style-type: none"> Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP. 	January 2026	Cultural and Sustainability Projects Lead Support: Cultural Diversity and Inclusion Team
	<ul style="list-style-type: none"> Report RAP progress to all staff and the Board quarterly. 	March 2024, July 2024, Oct 2024, Jan 2025, March 2025	Cultural and Sustainability Projects Lead Support: Cultural Diversity and Inclusion Team
	<ul style="list-style-type: none"> Publicly report our RAP achievements, challenges, and learnings, annually. 	June 2024, November 2024, June 2025	Cultural and Sustainability Projects Lead Support: Cultural Diversity and Inclusion Team
	<ul style="list-style-type: none"> Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer. 	May 2024	Cultural and Sustainability Projects Lead Support: Cultural Diversity and Inclusion Team
19. Continue our reconciliation journey by developing our next RAP	<ul style="list-style-type: none"> Register via Reconciliation Australia's website to begin developing our next RAP. 	July 2025	Cultural and Sustainability Projects Lead Support: Cultural Diversity and Inclusion Team



Contacts

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